

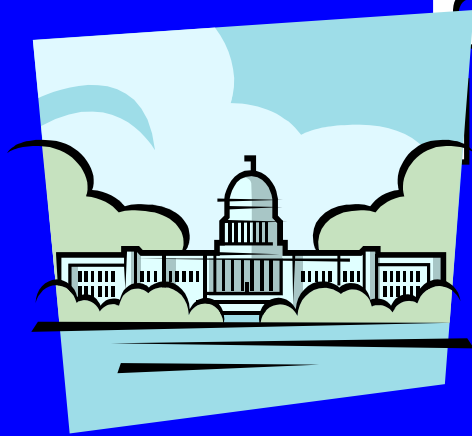
PRIORITY PLACEMENT PROGRAM



WORKFORCE BRIEFING

PROGRAM OVERVIEW

**The PPP is the most
effective
outplacement
program in the
federal government**



PROGRAM OVERVIEW

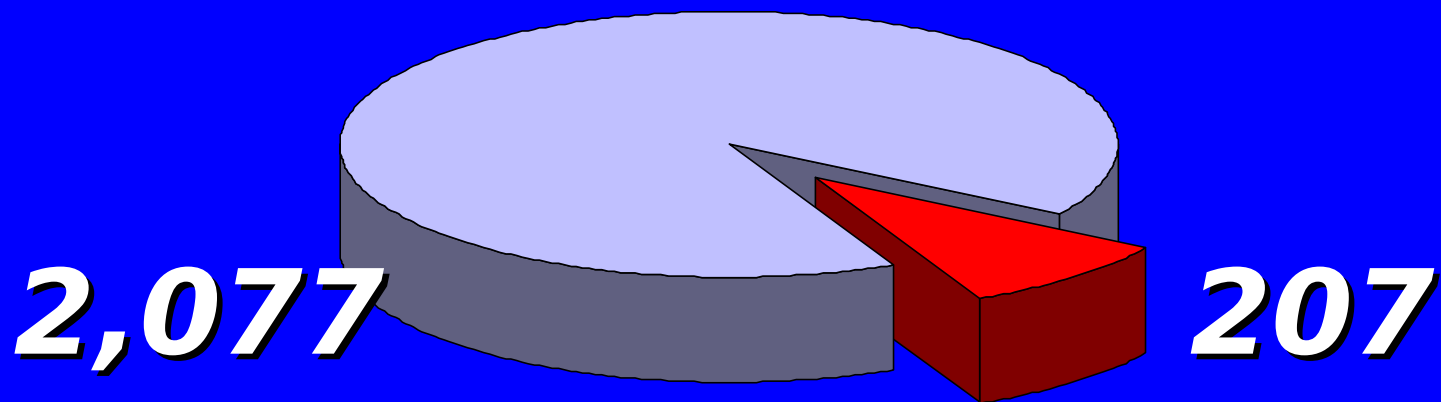
July 01 - Jun 02

Job offers - 2,28

**Avg. per month -
190**

PROGRAM OVERVIEW

July 01 - Jun 02

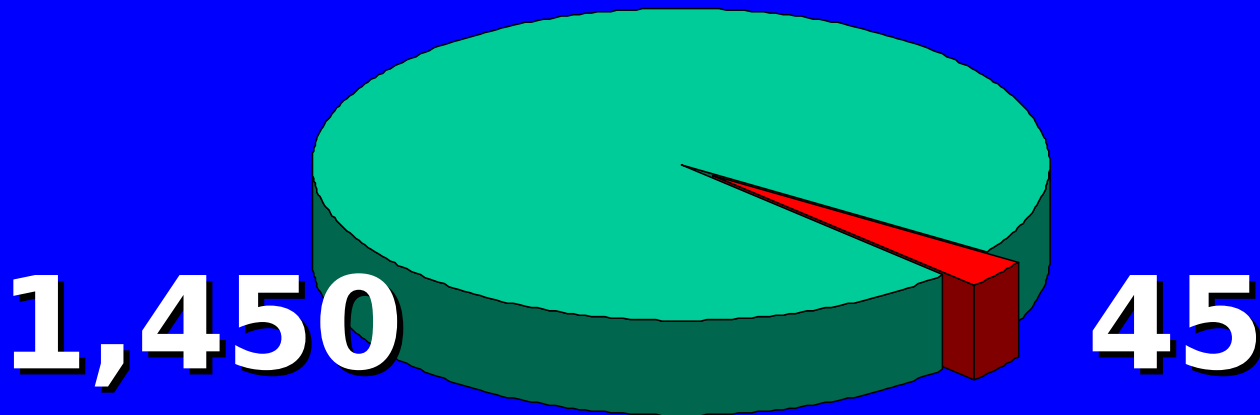


- *Offers accepted - 91%*
- *Offers declined - 9%*

PROGRAM OVERVIEW

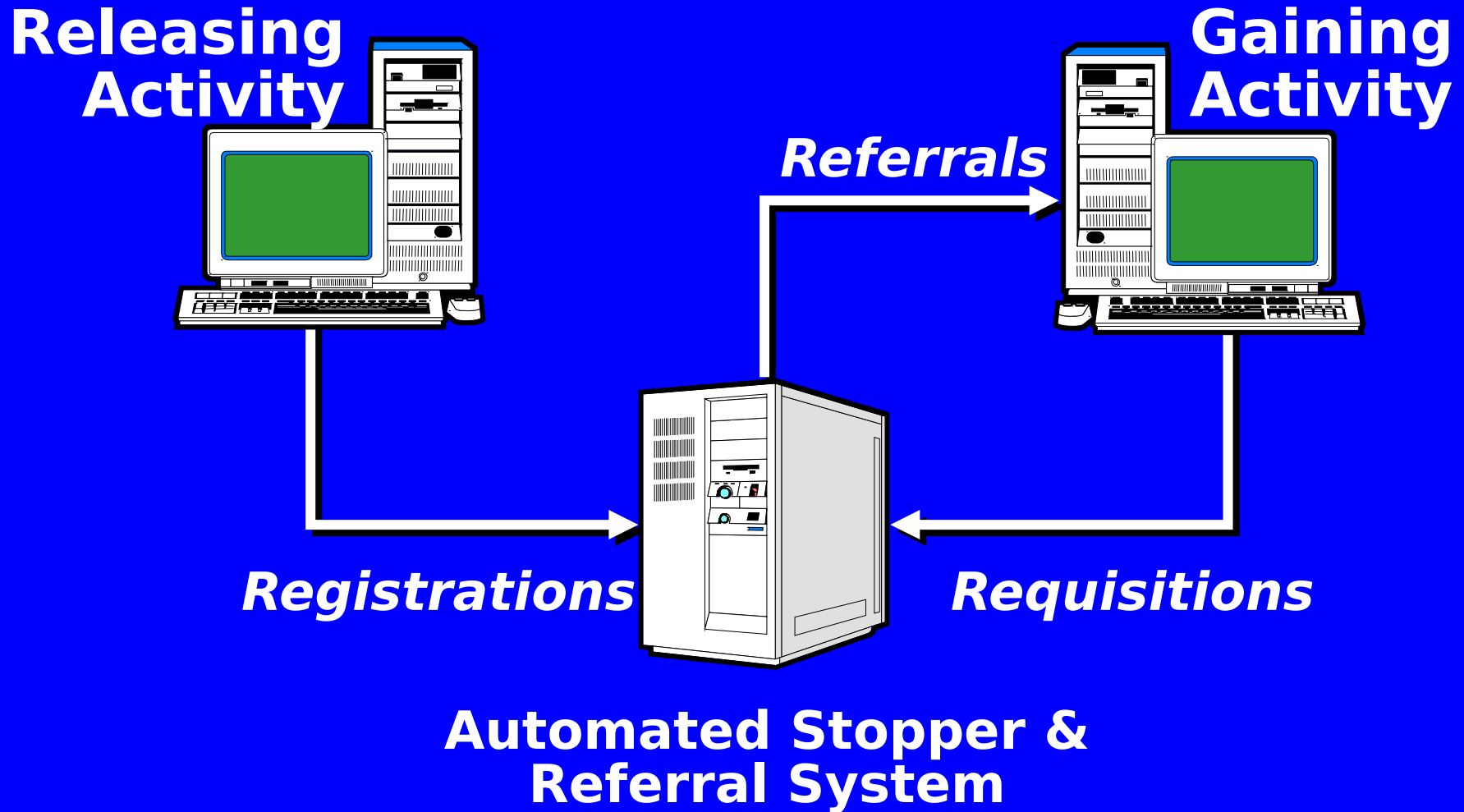
July 01 – Jun 02

Released Without Offers - 1,495



-  Registered for commuting area only -
-  Registered outside commuting area -

PROGRAM OVERVIEW



REGISTRATION ELIGIBILITY

- **RIF**
 - + *Separation*
 - + *Change to lower grade*
- **Declination of offer outside commuting area**
 - + *RIF*
 - + *Transfer of function*
 - + *Management-directed*

REGISTRATION INELIGIBILITY

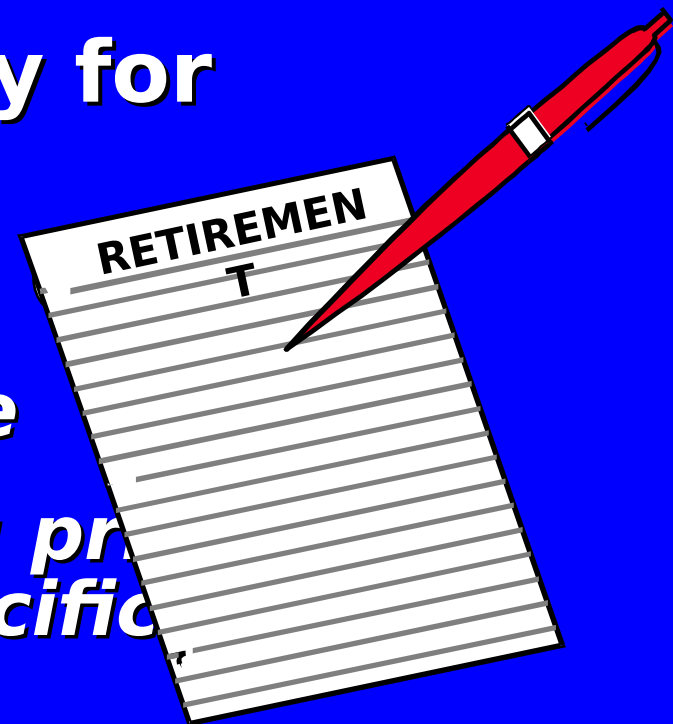
**The following may not
register:**

- **NAF employees**
- **SES employees**
- **Reemployed annuitants**
- **Voluntary Separation
Incentive Pay (VSIP)
recipients**

REGISTRATION INELIGIBILITY

The following may not
register:

- Employees who apply for retirement
 - *Optional: at any time*
 - *Disability: at any time*
 - *Discontinued Service: prior to receipt of specific notice*



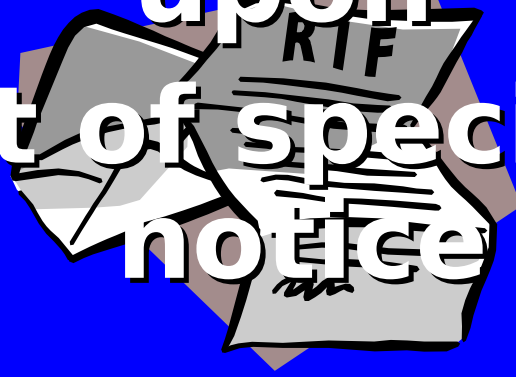
REGISTRATION INELIGIBILITY

The following may not
register:

- Employees who become temporarily physically incapacitated
- Employees whose conduct or performance is in question

REGISTRATION PERIOD

**Eligible employees must
be
permitted to register
upon
receipt of specific RIF
notice**



REGISTRATION PERIOD

- **Displaced registrants remain in Program A until:**
 - *Placement*
 - *Declination of valid offer*
 - *Deletion for other reasons*
 - *Expiration of eligibility*
 - *1 yr. after separation*
 - *Effective date of change to lower*

grade

MANDATORY REGISTRATION

- Purpose - Reduce separation costs
- Coverage - Employees who will be separated
severance pay
- Strategy - Increase likelihood of “*reasonable offer*” (5 CFR 550) during notice period



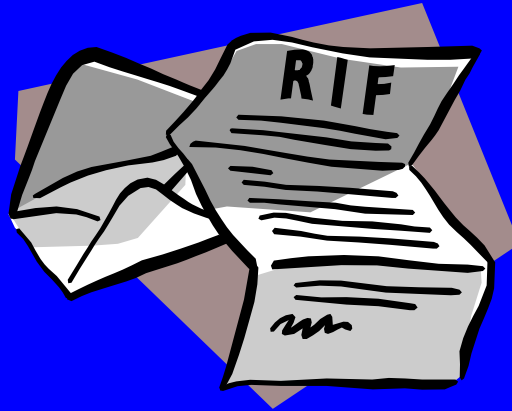
MANDATORY REGISTRATION

WHO?

- **Applies if employee is eligible for severance pay and:**
 - ***Does not voluntarily register; or***
 - ***Registers only within commuting area***
 - ***If registrant expands area prior to separation, mandatory requirements are waived***

MANDATORY REGISTRATION WHEN?

- **Applies upon receipt of RIF separation notice**



MANDATORY REGISTRATION

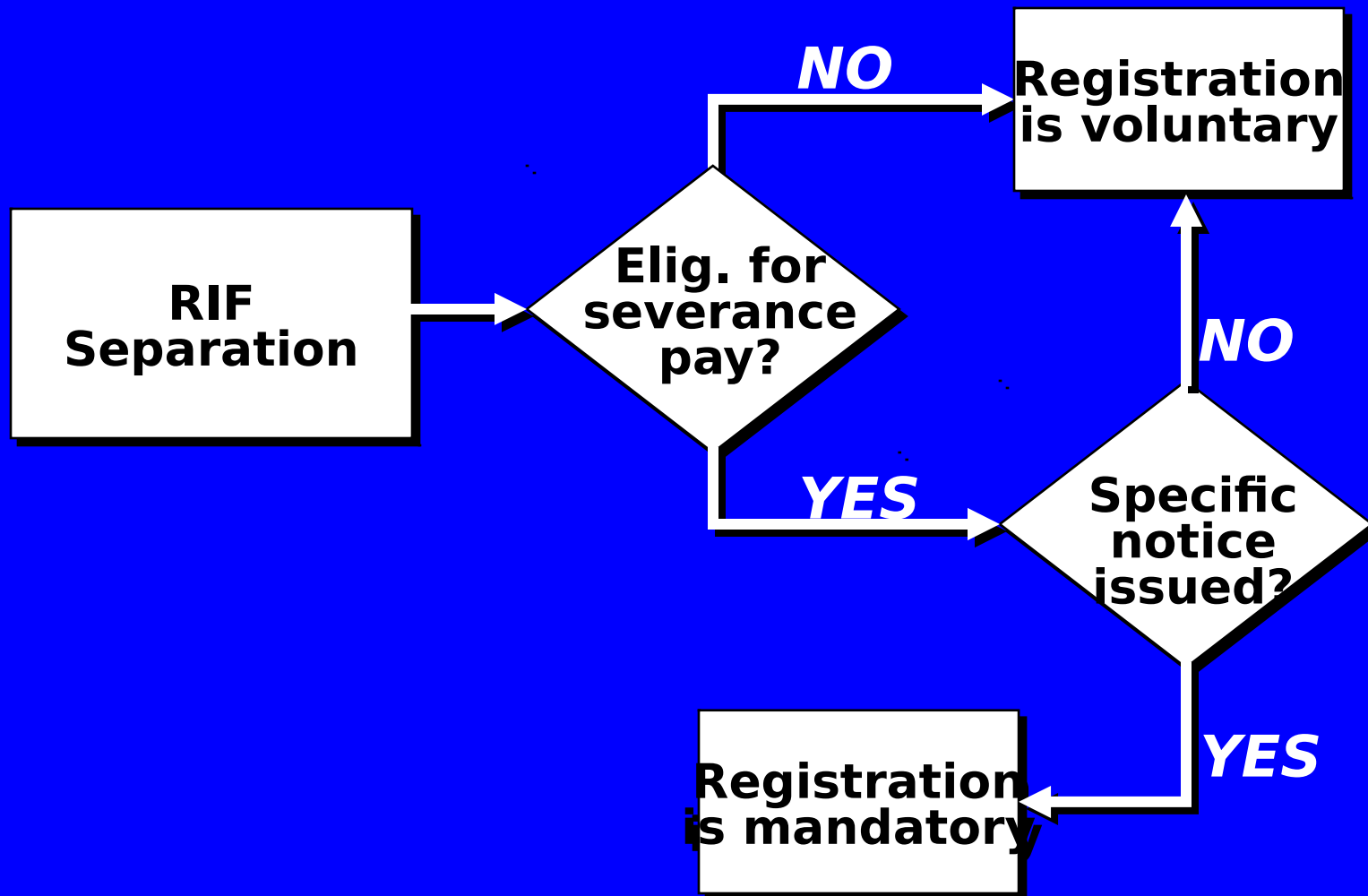
WHAT?

- **Employee must be registered for:**
 - ***Current skill and others for which well qualified***
 - ***All DoD activities in commuting area***
 - ***Current grade down to & including 2 grades below***

MANDATORY REGISTRATION

- Still applies after declination of valid offer if offer was:
 - *Outside of commuting area;
or*
 - *More than 2 grades below
current grade
(i.e., offer did not affect severance
pay entitlement)*

MANDATORY REGISTRATION



REFERRAL PRIORITIES

1

- **RIF
Separation
(no offer)**

REFERRAL PRIORITIES

2

- **RIF / Reclassification demotion – 2 or more GS grades**
- **Declination of offer outside commuting area**
 - *RIF*
 - *ToF*
 - *Management-directed*

REFERRAL PRIORITIES

3

- **RIF / Reclassification demotion - less than 2 GS grades**
- **All family members (including military & civilian spouses)**

REFERRAL PRIORITIES

Priority 1 & 2 referrals restrict:



- *Promotions*
- *Reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potential*

REFERRAL PRIORITIES

Priority 3 referrals:



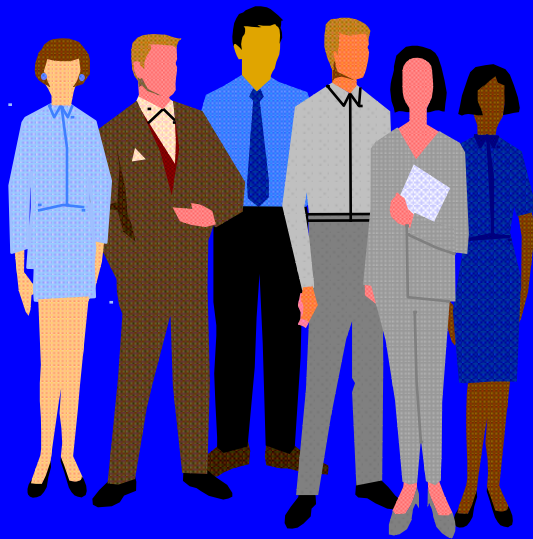
*– Permit selection
within Component*



*– Restrict appointments
& transfers*

REFERRAL PRIORITIES

Total Registrations - 2,109
(as of 8 July 2002)



Priority 1 - 50%



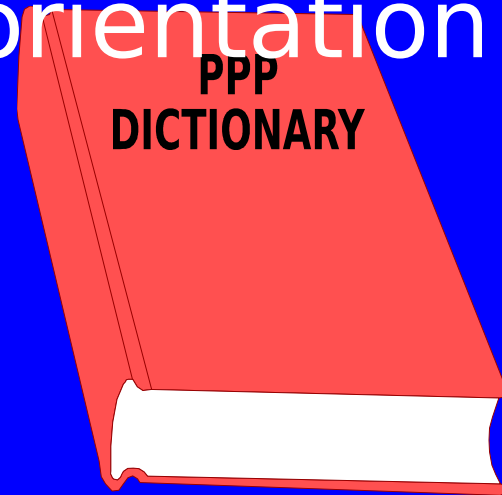
Priority 2/3 - 50%

REGISTRATION SKILLS

- Must register for current skill
 - *Exceptions require CARE approval*
- May register for other skills if **well qualified**
 - *As determined by registering HRO*

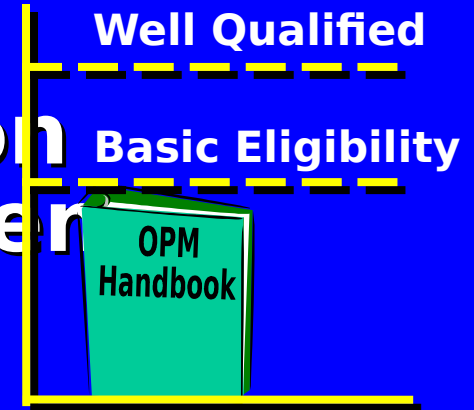
REGISTRATION SKILLS

well qual•i•fied (wĕl kwŏl´
-fīd´) *adj.* Able to meet all job
requirements with orientation
only.



REGISTRATION SKILLS

- **Minimum qualification standards not sufficient for PPP**



- **Registrant must have actually performed the work**
- **Experience must be documented**



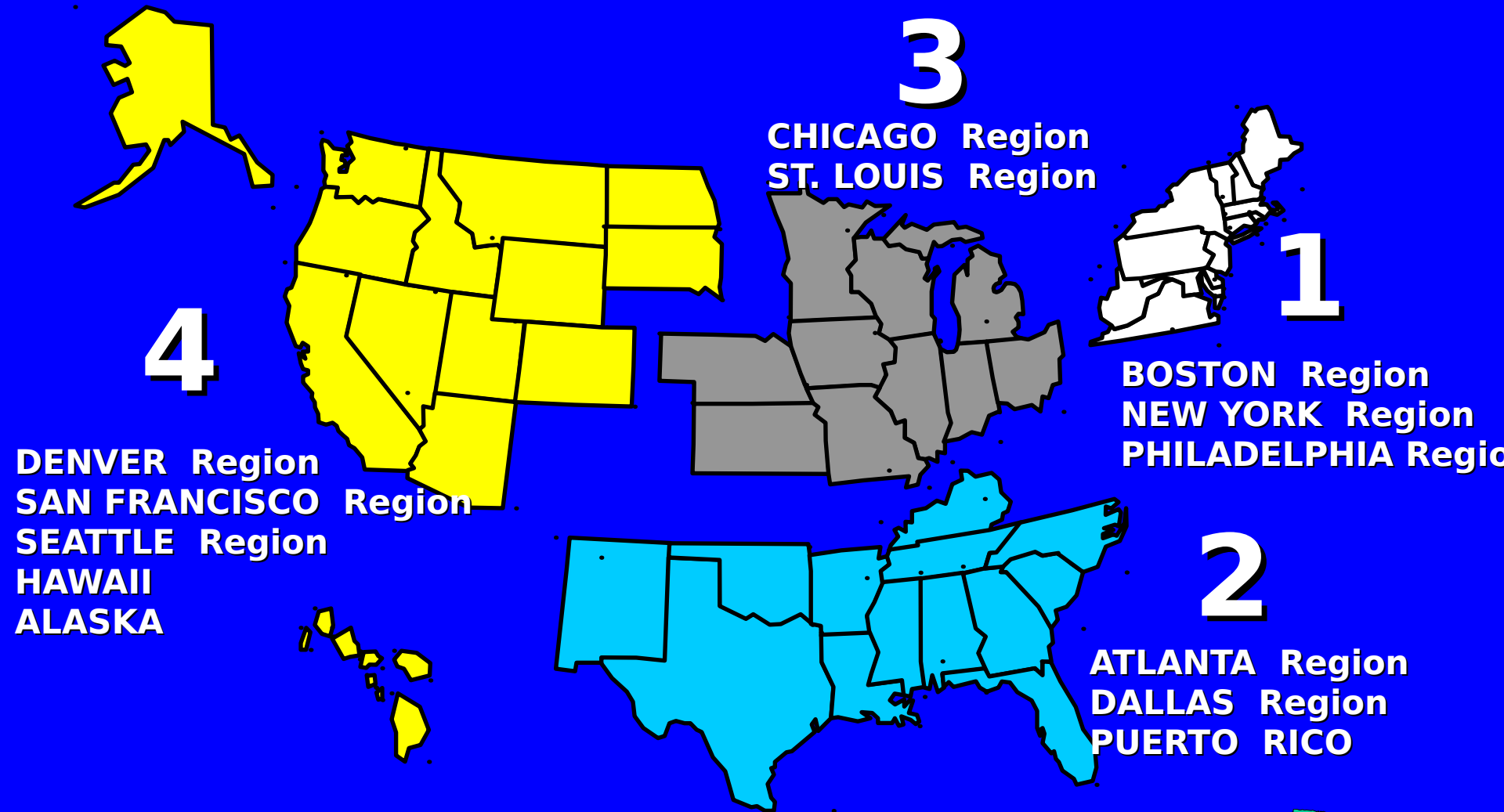
REGISTRATION GRADES

**Current permanent /
retained grade**

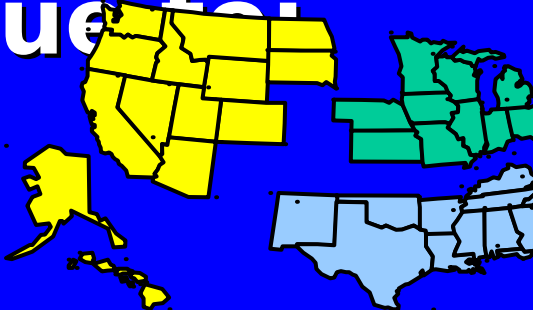


**3 GS grades below
current permanent /
retained grade**

AREA OF REFERRAL



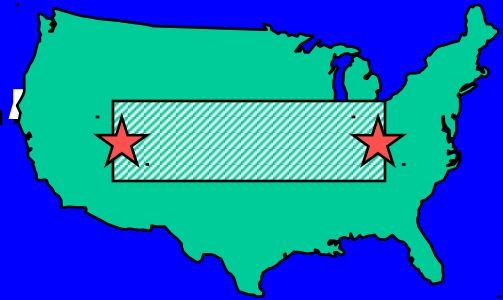
AREA OF REFERRAL

- **Referral outside commuting area is limited to employees scheduled for separation due to:**
 - *RIF (no offer)*
 - *Declination of offer outside commuting area*
- 
- A map of the United States is positioned on the right side of the slide. The states are color-coded: yellow for the Western United States (Alaska, Hawaii, and the contiguous West), green for the Midwestern United States, and blue for the Southern and Eastern United States.



AREA OF REFERRAL

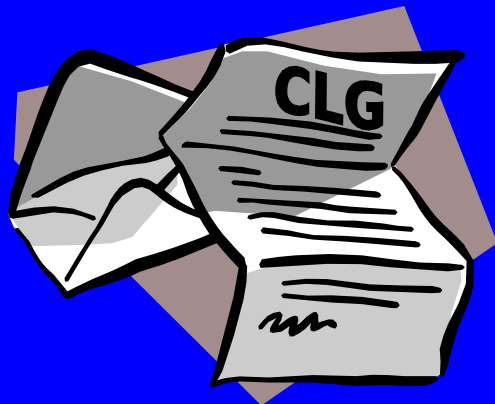
- No “skipping over”



- Area can be expanded incrementally
- Cannot expand outside commuting area after separation

AREA OF REFERRAL

If employee received *change-to-lower-grade* offer within commuting area, registration outside commuting area is not allowed



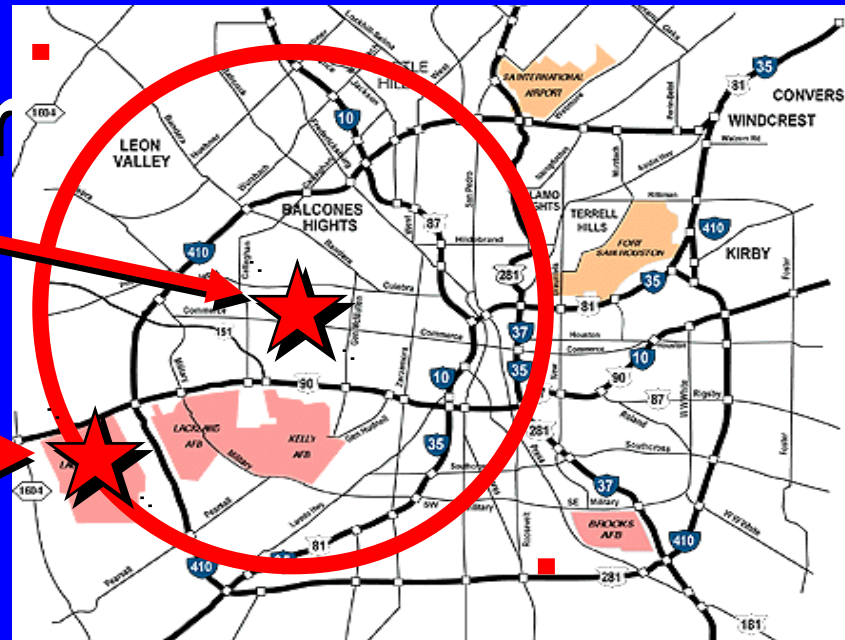
AREA OF REFERRAL

COMMUTING AREA -

Reasonable
daily commuting distance
from
permanent

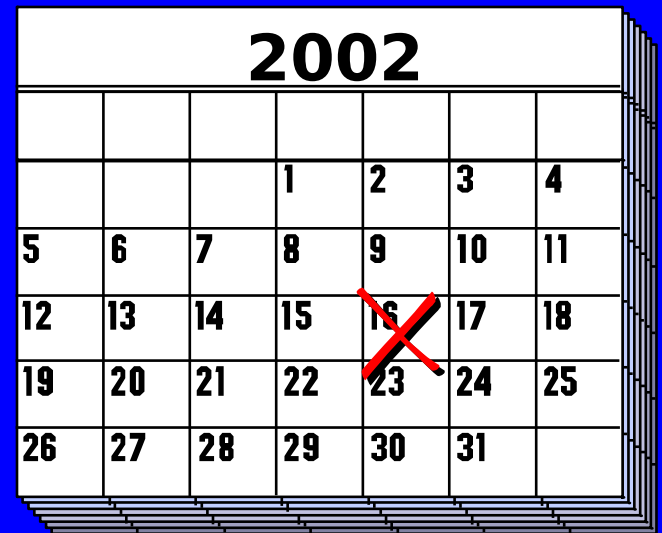
RESIDENCE

CURRENT
DUTY
STATION



JOB OFFERS

- One **valid** offer only
- **REPLY TIME** - 2 calendar days
- **REPORTING DATES**
 - *Same area: 14 days*
 - *PCS move: 30 days*



2002						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JOB OFFERS

VALID OFFER

- **Full-time, permanent DoD position**
 - *Unless current work schedule is less than full-time*
- **Series, grade & duty location for which registered**
- **Essentially same conditions of employment**

JOB OFFERS

VALID OFFER

- **The following do not invalidate an offer:**
 - ***Drug testing requirement***
 - ***Change in shifts***
 - ***Decrease in wage or locality rates***

JOB OFFERS

INVALID OFFER

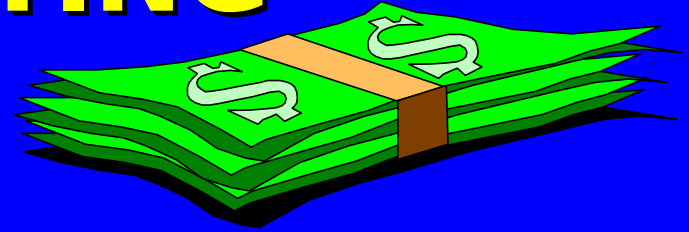
- **Non-DoD position**
- **Significant change in conditions of employment**
- **Obligated position**
- **Excepted service position**
 - ***Unless registrant is currently in excepted service***

JOB OFFERS

INVALID OFFER

- **Time-limited position**
- **Supervisory position**
 - ***Unless registered for supervisory positions***
- **Position under contract study**

PAY SETTING



If placed at a lower grade

Before separation After separation

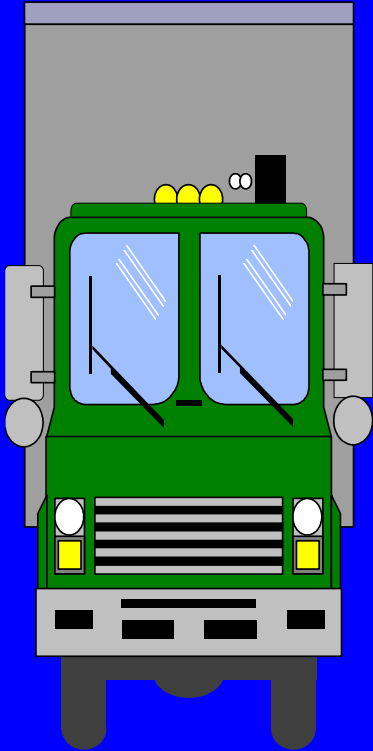


**GRADE / PAY
RETENTION**



**LAST EARNED
RATE**

MOVING COSTS



*** Within**

DoD

*accordance
with JTR*

**** Losing
activity**

*** Outside**

DoD



TEMPORARY POSITIONS

- Offers in *commuting area only*
- Continued registration in PPP

TEMPORARY POSITIONS



- Accepting temporary/term position without a break in service can affect future GRADE & PAY RETENTION
- Consult with CRO/HRO before accepting

EMPLOYEE RESPONSIBILITIES

- Performance / conduct
- Communications with other DoD activities
 - All communications must be between the 2 personnel offices
- Maintain PPP registration
- Completion of resume/SF 171/OF 612

REEMPLOYMENT PRIORITY LIST

- **Placement program for employees subject to RIF separation**
- **Required under 5 CFR 330**
- **Eligibility**
 - *Career employees: 2 years*
 - *Career-cond. employees: 1 year*
- **Requires separate application**
 - *Cannot exercise RPL rights through PPP*



QUESTIONS?